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Integration Challenges for the 1980s: Affirmative Action Programs for the Milwaukee Public Schools Administration

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INTEGRATION CHALLENGES FOR THE 1980'S: AFFIRMATIVE ACTION PROGRAMS FOR THE MILWAUKEE PUBLIC SCHOOL ADMINISTRATION

On March 2, 1976 the Milwaukee Board of School Directors adopted an Affirmative Action Policy Statement for the school system. The statement lists nine goals designed to insure equal opportunity in employment and to achieve a school staffing pattern which is reflective of the Milwaukee community. This report examines the current employment profile of the central administration of the Milwaukee Public Schools to determine what impact the School Board's policy has had in changing minority staffing patterns among administrative staff.

Findings:

1. Within the MPS administration at central office there are 577 staff, reporting either to the Superintendent or the Secretary-Business Manager. A survey in summer of 1980 revealed that only 63 of the 405 central administrative staff under the Office of the Superintendent are minorities. 54 are black (13%), 8 are Hispanic(2%), 1 is Native American (0.2%), and 342 are white (84%). Of the 172 central office personnel under the Secretary-Business Manager, 162 are white (94%), 9 are black (5%), and 1 is Hispanic.
2. The Administration has failed to develop a written affirmative action program or prepare annual reports for the School Board on each division's progress in meeting specific goals and timetables, as mandated by the Board of School Directors in March, 1976.
3. While minority students comprised 53% of the student enrollment in 1979-80 and are expected to make up 65% of the student body by 1983-84, minority staff constitute only 12.5% of all central office personnel employed by MPS. One of the fourteen divisions is headed by a black person and no divisions or departments are headed by Hispanic or Native American staff.
4. Since adoption of an affirmative action policy statement in March, 1976, Milwaukee Public Schools has replaced one-half of the 14 division heads for the system, providing unique opportunities for minority persons to assume major positions of authority in the Milwaukee school system. One black person and 6 whites were employed for these positions.

5. MPS departments with poor track records in employing minorities in key positions of responsibility include: Elementary & Secondary Education, Instructional Resources, Employee & Management Services, the Chief Negotiator's Office, Budget Planning & Fiscal Studies, Facilities Planning & Administrative Research, and Transportation. All divisions serving under the Secretary-Business Manager lack minorities in positions of authority. (See pp. 4-6.)

Recommendations

1. MPS should establish an affirmative action office with a fulltime coordinator and staff to coordinate specific administrative practices which will insure an effective affirmative action program. This office should report directly to the Superintendent of Schools and Secretary-Business Manager and be staffed by an individual with demonstrated experience in affirmative action work. This individual should be selected through a nationwide search of candidates.
2. The School Administration should develop a written affirmative action program (as required by the Board in March, 1976) which outlines specific administrative practices in recruitment, selection, placement, training, assignment, promotion, transfer, compensation, benefits and termination, which will insure equal opportunity in employment in each division of Milwaukee Public Schools.
3. Each division should be required to establish and accomplish specific affirmative action objectives based on annual goals and timetables (as required by the School Board in March, 1976). These plans should identify all anticipated vacancies in each department, report whether there are likely to be eligible minority candidates if the positions are filled from within the system, set specific goals for minority employment in these vacancies, and identify methods which will be used to attract qualified minority candidates.
4. Affirmative action plans and progress reports for all departments employing classified personnel through City of Milwaukee civil service should be monitored by the Milwaukee Commission on Community Relations. This monitoring could insure that the city does not jeopardize its federal funding sources while providing valuable assistance to the Milwaukee Public Schools in their affirmative action efforts.
5. Whenever the Administration recommends that the School Board fill an administrative position from within the system, a report should be provided to the Board indicating the number of eligible minority candidates likely to apply.

1976 School Board Goals for Affirmative Action
Have Not Been Implemented

The Affirmative Action Policy Statement for Personnel (see p. 11) adopted by the School Board in March, 1976 delineates nine goals for the school system in employment, including establishment of a human rights office with a fulltime coordinator and staff. No fulltime person was ever hired as affirmative action officer for the system. In 1979, a staff person was appointed affirmative action officer as one of his many job responsibilities. (He was also responsible for development of school-community security programs, supervision of community aides, and assisting with human relations programs.)

The Superintendent maintains that he prefers a "direct action" approach to affirmative action in the system, where equal employment recruiting is shared by a variety of school staff. School staff point to a number of significant minority appointments since 1976 -- notably, the assistant superintendent of the Division of Exceptional Education and Supportive Services, executive director of the Department of School Administrative Services, general assistant to the superintendent, and special assistant to the superintendent for human rights coordination and staff development.

Such an approach, while laudable, has several limitations. First, the Administration has no fulltime staff person with expertise in minority recruiting who can insure that all divisions and departments are effectively recruiting and hiring minority candidates. There is an assumption that every department knows how to locate minority candidates for open positions. Yet, we were told repeatedly in preparing this study that qualified minorities could not be located for specific jobs. Secondly, the informal system presently in operation provides no accountability to the School Board or the public as to the system's overall effectiveness in placing minorities in positions of responsibility in the Administration. (This report by the Metropolitan Integration Research Center represents the first report available to the public on the number and positions of minorities in central office.) Third, the present informal system places emphasis upon filling individual vacancies as they arise rather than requiring divisions to develop long-range plans to insure that minority staff have full participation in all departments, as mandated by the School Board action of March, 1976.

By contrast, the City of Milwaukee employs three persons fulltime to coordinate the affirmative action efforts of city departments. In addition, each department has an Equal Employment Opportunity Advisory Officer and a multi-racial committee of employees who assist with affirmative action planning and hear grievances. The Milwaukee Commission on Community Relations staff receives all departmental affirmative action plans and monitors their efforts to insure compliance with city, state and federal law.

12.5% of Central Office Staff Are Minorities

The student body of the Milwaukee Public Schools is expected to reach 65% minority within the next three years, including a 55% black and about 8% Hispanic student population. What kind of administrative staff will direct the education of these children?

In summer of 1980 the Metropolitan Integration Research Center conducted a phone survey to establish the race of all central office employees listed in the 1979-80 Roster, prepared by the Division of Relationships. The Center focused on the administrative staff because they supervise the educational programs of the school system, provide guidance to the Milwaukee Board of School Directors in establishing school policies, and conduct the business operations for the school system. The following information highlights the racial make-up of administrative school staff as of Summer, 1980.

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

The Superintendent of Schools is responsible for the administration and supervision of the educational and recreation programs in the Milwaukee Public Schools. 404 central office employees serve under his direction (as of summer, 1980). 341 of these staff persons are white (84%), 54 are black (13%), 8 are Hispanic (2%) and 1 is Native American. The Superintendent supervises 7 divisions; one is headed by a black male, 6 are headed by white males.

Superintendent -- The Superintendent (white) has five persons reporting directly to him. His general assistant, special assistant for human relations and staff development, and a secretary are black.

Deputy Superintendent -- Of the 13 staff in this office (including the Department of Transportation Services), one secretary is black.

Division of Administrative and Pupil Personnel -- The division head is white. The executive director of the Department of School Administrative Services, which aids principals in determining the educational needs of each school, is black. He supervises 6 white school administrative specialists and 3 assistant school administrative specialists (1 white, 1 black, 1 Hispanic). Other minority staff include the Bilingual Parent Coordinator, and 1 black and 1 Hispanic secretary. The Department of Pupil Personnel is headed by a white male and includes 1 black field counselor and 2 black office assistants.

Division of Curriculum and Instruction -- Of the 185 positions listed under Curriculum and Instruction, 24 are held by blacks, 4 by Hispanics and 1 by a Native American. All but 10 of these are federally funded positions. None of the 25 curriculum specialists and education supervisors in the Department of Elementary and Secondary Education are minorities, although three programs (Head Start, Bilingual Education, and Educational Opportunities for Native Americans) are coordinated by

minority staff. The Department of Instructional Resources has 3 black staff out of 38.

Division of Exceptional Education and Supportive Services -- This is the only division that is headed by a minority. The other black employee is coordinator of Psychological Services. The other 11 central office employees are white.

Division of Personnel -- Information on race was available for 28 positions. Three of the employees are black (a staffing specialist and 2 office assistants.)

Table 1: MPS Central Office Administrative Staff by Race: 1979-80

Division	Total Employees	Black Employees		Hispanic Employees		White Employees	
		#	%	#	%	#	%
Superintendent	6	3	50 %	0	0 %	3	50 %
Deputy Superintendent	13	1	8	0	0	12	92
Chief Negotiator	6	0	0	0	0	6	100
Admin. & Pupil Personnel Services	37	6	16	3	8	28	76
Curriculum & Instruction	185 *	24	13	4	2	156	84
Exceptional Educ. & Support Serv.	13	2	15	0	0	11	85
Personnel	29	3	10	0	0	26	90
Planning & Long Range Development	38	3	8	0	0	35	92
Relationships	10	1	10	1	10	8	80
Muni. Recreation & Community Educ.	68	11	16	0	0	57	84
Business Office	5	0	0	0	0	5	100
Accounting	40	3	7.5	0	0	37	92.5
Construction	10	0	0	0	0	10	100
Plant Operation	7	0	0	0	0	7	100
Data Processing	32	4	12.5	0	0	28	87.5
Purchasing	37	1	3	1	3	35	94
Repair	31	0	0	0	0	31	100
Food Services	10	1	10	0	0	9	90
TOTAL	577	63	10.9%	9	1.6%	505	87.5%

*Includes 1 Native American employee.

Source: Central Office positions were identified from the 1979-80 Roster, published by the Milwaukee Public Schools Division of Relationships. The race of school personnel was determined by contacting each division by phone in summer of 1980. Positions vacant at that time were omitted.

Division of Planning and Long Range Development -- Three of the 38 positions are held by blacks. The black employees all hold federally funded positions (Title IV planning specialist, a research assistant and an evaluation assistant.) No minorities are employed in the Department of Budget Planning and Fiscal Studies or the Department of Facilities Planning and Administrative Research.

Division of Relationships -- Of the 10 employees within this division, 1 is black (a mass media specialist) and 1 is Hispanic (Title VI media specialist).

Division of Municipal Recreation and Community Education -- Eleven employees out of 68 are black: an area administrator, 3 recreation supervisors, 5 community recreation specialists, and 2 secretaries.

In addition, the Chief Negotiator and his staff report both to the Superintendent and the Secretary-Business Manager. This six-person staff is all white.

BUSINESS OFFICE

The Secretary-Business Manager (white) is responsible for the general supervision, management and conduct of the business department, through the accounting, construction, data processing, plant operation, purchasing, repair and school food services divisions. All seven of his division heads are whites. Of the 171 central office staff under his jurisdiction in summer of 1980, 161 were white (94%), 9 were black (5%) and 1 was Hispanic (1%).

Business Office -- All 5 staff persons in the business office are white.

Accounting Division -- 40 employees are listed in this division. Three employees are black; all are office assistant.

Construction Division -- All 10 of the employees within this division are white.

Plant Operation Division -- All 7 central office employees listed are white.

Data Processing Division -- There are 32 employees within the division. Of these, 4 are black. One is a computer programmer, 1 a computer operator, and 2 are keypunchers.

Purchasing Division - Of the 37 positions listed, 1 is black and 1 is Hispanic. Both are office assistants.

Repair Division - All 31 employees listed are white.

Food Services Division - 10 positions are listed in this division. One black employee (a supervising dietitian) is in the division.

Six of 7 Division Heads Employed Since 1976 Were White

Since 1976 one-half of the fourteen division heads of MPS have been replaced, providing unique opportunities for minority persons to assume major positions of authority in the Milwaukee school system. A minority (black) was employed for one division -- Exceptional Education and Supportive Services. Whites were employed to head the other six divisions: Administrative & Pupil Personnel Services, Curriculum & Instruction (1 year appointment), Municipal Recreation & Community Education, Planning & Long-Range Development, Food Services, and Plant Operation. In addition, both the deputy superintendent and the assistant Secretary-Business Manager positions were filled by white males.

A breakdown of new administrative appointments and promotions of central office personnel was prepared by school officials in response to this report. It showed that since 1976, ¹⁹⁰~~181~~ new staff were hired in central office administrative positions. (We excluded principals, assistant principals and assistants in administration serving at individual school sites.) 52 of these employees were black (29%), 9 were Hispanic (5%) and ¹²⁹~~129~~ were white (71%).

MPS presently does not prepare annual reports summarizing their overall employment practices by race. However, the U.S. Equal Employment Opportunity Commission requires a report on new personnel hired in July - October of each year. Because the school system fills many personnel positions through promotion of existing staff, new hiring represents a critical area in which the racial balance of the MPS staff can be improved. What is the track record according to the EEOC reports?

Table 2: Milwaukee Public Schools New Employees: 4 Reporting Periods

Classification	New White Hires		New Black Hires		New Hispanic Hires		New Asian Hires		New Nat. Amer. Hires	
	#	%	#	%	#	%	#	%	#	%
Officials, Admin., Manager	--	0%	3	100%	--	0%	--	0%	--	0%
Classroom Teachers	400	82	53	11	27	6	7	1	--	0
Other Professional Staff	155	93	9	5	1	1	--	0	1	1
Sub-Total	555	85	65	10	28	4	7	1	1	0
Non-Professional Staff	42	46	49	53	1	1	--	0	--	0
TOTAL	597	80%	114	15%	29	4%	7	1%	1	0%

Source: EEO-5 Reports filed with the Equal Employment Opportunity Commission by Milwaukee Public Schools on employees hired from July-October in 1976, 1977, 1978 and 1979.

Since 1976, 748 new employees were hired during the July to October reporting periods. 92 of these employees were non-professional staff. Under this classification, 53% of new hires were black, 46% white, and 1% Hispanic. However, in the higher paying professional positions (including administrators, classroom teachers, and other professional staff), 85% of new employees were white, 10% were black, 4% Hispanic and 1% were Asian Americans.

One-Third of Minority Staff Positions Are Federally-Funded

Minority employees in the various central office divisions account for 12.5% of total employees (10.9% black and 1.6% Hispanic). Of the 72 minority employees listed, 33% were in federally funded positions. Federally funded positions for whites account for only 7.5% of all white employees in the divisions.

Employment of minority persons in federally funded positions encourages multiracial input in the development of several important school programs, including ESEA Title I education for disadvantaged children, desegregation planning, magnet school programs, bilingual education and Head Start. Often new administrative positions created during the 1970's period of declining enrollments were in federally funded programs. However, these staff often relate to separate programs established for minorities or disadvantaged children and do not have supervisory responsibilities for regular school operations. For example, the Department of Elementary and Secondary Education has minority staff coordinating the Bilingual Education program, Educational Opportunities for Native Americans, and the Head Start program. However, no minority staff serve as curriculum specialists (14 positions) or education supervisors (11 positions) in curricula subject areas.

A second limitation of federally funded positions is that their continued funding is often uncertain and dependent upon annual competitions for federal grants. These positions are usually designated as temporary. However, school officials report that individuals in these positions are almost always given lateral employment in the school system if the grants expire.

1/2 of Minorities in Locally Funded Positions Earn Less Than \$18,000

Income data for 505 locally funded positions in central office were analyzed. (The analysis did not include federally-funded positions, which are not listed in the MPS budget.) Annual incomes were divided into three ranges: high (\$35,000 and above), middle (\$18,000 - \$34,999), and low (less than \$18,000).

Our analysis revealed that 52% of black employees and 20% of Hispanic employees make less than \$18,000 per year. In total, minorities comprised 10% of locally funded central office staff earning less than \$18,000 per year and only 7.5% of staff earning \$35,000 and above. Eight of the 9 minority staff persons working for the Secretary-Business Manager earn less than \$18,000.

Table 3: Incomes of Locally-Funded Central Office Staff by Race

Division	Low Range*			Middle Range*			High Range*		
	Bl.	Hisp.	White	Bl.	Hisp.	White	Bl.	Hisp.	White
Superintendent	7	--	1	--	--	1	2	--	1
Deputy Supt.	1	--	4	--	--	4	--	--	3
Chief Negotiator	--	--	--	--	--	2	--	--	1
Admin & Pupil Pers	3	--	12	2	1	6	1	--	8
Curriculum & Instr	--	--	43	6	3	72	--	--	17
Ex Ed & Supp Serv	--	--	--	--	--	3	2	--	7
Personnel	2	--	18	1	--	5	--	--	2
Pl & Long-Range Dev	--	--	10	--	--	8	--	--	5
Relationships	--	--	3	1	--	2	--	--	3
Muni Rec & Comm Ed	7	--	30	4	--	22	--	--	5
Business	--	--	2	--	--	1	--	--	2
Accounting	3	--	26	--	--	8	--	--	1
Construction	--	--	2	--	--	7	--	--	1
Plant Operation	--	--	3	--	--	4	--	--	--
Data Processing	4	--	17	--	--	9	--	--	2
Purchasing	1	1	23	--	--	11	--	--	1
Repair	--	--	9	--	--	20	--	--	2
Food Services	--	--	3	1	--	5	--	--	1
TOTAL	22	1	206	15	4	190	5	--	62
% of Total within Range	9.6	0.4	90.0	7.2	1.9	90.9	7.5	0.0	92.5
% of Total within Ethnic Group	52.4	20.0	45.0	35.7	80.0	41.5	11.9	0.0	13.5

*Low-range includes incomes less than \$18,000 per year; middle range - \$18,000 to \$39,999; high-range - \$35,000 and above.

Source: Central office positions were identified from the 1979-80 Roster and matched with salary figures included in the 1980-81 Budget. Salaries are not included in the budget document for federally funded positions and we omitted staff which could not be individually identified by their job titles listed in the 1979-80 Roster. Race was determined by a Summer, 1980 phone survey.

School System Should Actively Pursue Equal Employment Goals

This report documents the lack of an effective affirmative action plan and speaks to the need for more aggressive efforts toward equal employment in the Milwaukee school system. The written affirmative action program (requested by the School Board for each division) should include a written description of the Administration's present and planned efforts in each of the following critical areas:

- A. Recruitment and Selection of Personnel -- Efforts should be made to increase the recruitment of racial minorities through the use of non-traditional sources, i.e., publications with large minority audiences, minority professional organizations, networks of minority professionals.
- B. Promotion and Upgrading of Personnel -- Staff responsible for the evaluation, upgrading and promotion of employees should complete regular monitoring reports indicating:
 - The promotion records of racial minorities in each employee classification and unit.
 - The identification of employees who presently hold positions that underutilize their credentials and abilities.
 - The barriers to the upgrading of these employees and recommendations for overcoming these barriers.
- C. Upward Mobility - To provide minority personnel with opportunities for staff development and the competencies needed for upward mobility, a development program should be initiated, which includes:
 - An intern program developed to assist minorities attain administrative and management skills and knowledge in departments which presently employ few or no minorities.
 - A program to assist minorities at all staffing levels increase their skills for upward mobility.
 - A counseling program to assist minority employees with career planning, and work-associated problems.
- D. Employee Assignments - All employees should be made fully aware of the goals and timetables and modifications of policies and practices specified in the affirmative action program of the division. All employee assignments should be reviewed and assessed on a regular basis to insure non-discrimination.
- E. Job Analysis - All employment positions should be reviewed in terms of existing job descriptions, minimal valid job requirements and job functions. Performance criteria should be developed for each position, as a guide for evaluating, promoting and hiring personnel.

MILWAUKEE PUBLIC SCHOOLS
AFFIRMATIVE ACTION POLICY STATEMENT FOR PERSONNEL

The policy of the Milwaukee Public School District is to prohibit discrimination against any individual for reasons of race, color, religion, handicap, national origin, sex, age, or socio-economic status. Accordingly, special efforts shall be taken in recruitment and all phases of employment to overcome inequities and subsequent under-utilization of protected groups which may have occurred in the past because of neglect as well as overt action. These special efforts will be outlined in a written Affirmative Action Program which will specifically outline the appropriate administrative practices to insure equal opportunity in employment for all qualified persons. "All phases of employment" shall include the categories of recruitment, selection, placement, training, assignment, promotion, transfer, compensation, benefits and termination.

The goals of this affirmative action program, adopted by the Board of Schools Directors on March 2, 1976, are:

1. to achieve a staffing pattern which is reflective of our community
2. to provide job training and educational opportunities to help all employees grow in their jobs and prepare for advancement, assuring protected groups every opportunity to participate in such activity to prepare them for positions at all levels
3. to assist all employees employed by and trained by the Milwaukee Public Schools to secure positions commensurate with their skills and knowledge, assuring protected groups equal access to promotion or advancement
4. to resolve efficiently concerns of all employees and prospective employees which may arise in connection with the affirmative action program
5. to review all decisions and actions in light of their potential for strengthening interpersonal relationships
6. to develop activities, including in-service courses, to stimulate awareness of the problems of discrimination
7. to join with other agencies and groups in promoting the dignity and self-respect of employees as these individuals strive to improve their socio-economic status in our society
8. to plan with each division and report to the Board of School Directors on an annual basis the establishment and accomplishment of specific affirmative action objectives including yearly goals and timetables
9. to establish a human rights office with a full-time coordinator and appropriate staff for the coordination of specific administrative practices pertaining to these enumerated goals and related activities.

Bias study eyes top school jobs

By David I. Bednarek
Journal Education Reporter

Although fewer than half the students in the Milwaukee Public Schools are white, 87.5% of the people who work in the central administration of the school system are white.

A new report by a private research group shows that whites make up 84% of the administrators and secretaries in the education office of the central administration and 94% of the administrators and secretaries in the business office.

14 major divisions

The report also shows that only one of the 14 major divisions in the administration is presided over by a black and that none is presided over by a Hispanic or an American Indian.

The report on the racial makeup of the school administration was compiled by the Metropolitan Integration Research Center, 1138 W. Center St.

Lois Quinn and Kenneth Robinson, two researchers at the center, said their report was the first available to the public on the number and positions of minorities in the central administration.

"This report documents the lack of an effective affirmative-action plan and speaks to the need for more aggressive efforts toward equal employment in the Milwaukee school system," they said.

Written plan sought

Quinn and Robinson charged that the school administration had failed to develop a written affirmative-action program or to prepare annual reports for the School Board on each division's progress in meeting the

goals, as ordered by the board in March 1976.

Since 1976, when the School Board adopted its formal affirmative action policy statement, Quinn and Robinson said the school system had replaced seven of 14 division heads and had appointed one black and six whites to the vacancies.

No Hispanics at top

In addition, the report revealed that 52% of the black employees, 20% of the Hispanic employees and 45% of the white employees made less than \$18,000 a year, the lowest category of pay covered in the report.

In the high category, above \$35,000, the proportion of whites was 13.5% and the proportion of blacks 11.9%. There were no Hispanics making more than \$35,000 in 1979-'80, the year covered by the report.

Thomas Graham, assistant superintendent for personnel in the Milwaukee Public Schools, said he could neither confirm nor deny the accuracy of the center's report but said he had no reason to doubt its accuracy.

Graham said that Supt. Lee R. McMurrin and other top administrators tried to hire minorities whenever possible, but that supply and demand, licensing requirements and other factors frequently stood in the way.

Graham also noted that the total number of locally financed administrative positions, including principals and assistant principals, had fallen from 642 to 595 since 1976. Federally supported positions over the same

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Schools

Hiring by schools hit

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period rose from 50 to 72, Graham said.

190 posts filled

School officials said that of 190 new administrators hired for central office jobs since 1976, 52 (27%) were black, nine (5%) were Hispanic and 129 (68%) were white.

To help correct the problems revealed in their report, Quinn and Robinson recommended:

• Establishment of an affirmative action office with a full-time coordinator and staff to ensure effective affirmative action.

• Development of a written affirmative action program outlining specific practices for recruitment, selection, placement, training, assignment, promotion, transfer, compensation,

benefits and termination to ensure equal employment opportunity in all divisions of the school system.

• Setting specific goals for hiring minorities, identifying anticipated vacancies in each department and determining whether minorities were likely to apply for the vacancies and what methods would be used to attract minority applications.

• Monitoring by the Milwaukee Commission on Community Relations of affirmative action plans for all school system departments employing classified personnel through the City of Milwaukee civil service.

• Reporting to the School Board on the number of eligible minority candidates likely to apply for any administrative opening in the school system.

Coalition Demands Changes Administration Fails to Meet Affirmative Action Goals

By Michael Holt

The Milwaukee School Board should immediately hire a full time affirmative action coordinator to implement administrative staffing changes which would be reflective of

the school population, a coalition of community organizations demanded at a press conference Tuesday.

Supporting a recent investigation by the Metropolitan Integration Research Center,

(MIRC) which revealed gross contradictions to the Board's Affirmative Action Policy Statement of 1976, the coalition also recommended nine goals "designed to insure equal opportunity in employment."

In addition to hiring a full time affirmative action officer, the MIRC also recommended that the school administration develop a written affirmative action program, as required by the Board in

1976; each administration division be required to establish and accomplish specific affirmative action objectives based on annual goals and timetables; and that reports be provided the Board indicating the number of eligible minority candidates likely to apply as vacancies are made.

Kenneth Robinson, of MIRC said at the press conference that a survey conducted this past summer revealed that only 63 of the 405 central administrative staff under the Office of the Superintendent are minorities. He also explained that though minority students comprised 53% of the student enrollment this year, and are expected to comprise 65% by 1983, minority staff members constitute only 12.5% of all central office personnel.

"Responsibility for affirmative action lies with the School Board" Robinson said, "and there is failure by the administration to carry out the mandates of the Board. The Board must be accountable to the community and affirma-

tive action should reflect the student population."

Robinson said he thought there may be conflicts in any efforts to establish quotas at this time, noting that through the current employment system used by the school administration, finding minorities should not be a problem. If necessary a nation wide search should be made to find eligible minorities, he said.

"Affirmative action program is important," noted Howard Fuller of the Coalition to Save North Division, "not only on Vliet Street, but also to insure that there will be an advocate for non-white concerns, specifically in the hiring and educational practices which have impact on minority students."

Also speaking in behalf of MIRC were representatives of the NAACP, Sherman Park Community Association, Inner City Development Project, the League of Women Voters and the Con-

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Affirmative Action

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ference on Religious and Urban Affairs (CRUA).

Reverend John Fisher of CRUA said he was appalled that information about affirmative action is not maintained by the School Administration. "It is extremely doubtful that without a full time staff, the Board will ever carry out an affirmative action mandate. It is also contradictory that the Board can on one hand establish a policy statement yet does not carry out the goals," Rev. Fisher interjected.

Other findings revealed by the Research Center included:

- *The administration has failed to develop a written affirmative action program or prepare annual reports for the School Board on specific goals and timetables.

- *Since adoption of the policy statement, MPS has replaced one half of the 14 division heads for the system, providing unique opportunities for minority persons, yet only one Black person has been hired.

- *Of the 185 positions listed under Curriculum and Instruction, only 24 are held by

Afrimericans, four by Hispanic and one by a Native American. None of the 25 curriculum specialists and education supervisors in the department of Elementary and Secondary are minorities.

- *The Secretary-Business Manager is responsible for the general supervision, management and conduct of the business department, through accounting, construction, data pro-

cessing, plant operation, purchasing, repair and school food services division. All seven of his division heads are white. Of the 171 central office staff under his jurisdiction, 161 were white and only nine are Black.

- *Of the 404 central office employees who serve under the Superintendent of Schools, only 54 are Black, eight are Hispanic and one is Native American.